

# CMA STATEMENT ON EQUITY AND DIVERSITY IN MEDICINE

## What it is

The objective of this policy is to provide guidance to physicians and institutions by identifying a set of guiding principles and commitments to promote equity and diversity in medicine. We address equity and diversity in medicine to improve circumstances and opportunities for all physicians and learners as part of our efforts to create a more collaborative and respectful culture and practice of medicine.

## Why it matters

All Canadians have a fundamental right to individual protection from discrimination and bias. By embracing equity and diversity, we can systematically address the root causes that lead to structural inequities and reduce discrimination and bias faced by both those who want to enter the medical profession and those practicing medicine. Promoting equity and diversity fosters a just professional and learning culture that cultivates the diverse perspectives within it, reflects the communities physicians serve, and promotes professional excellence and social accountability as means to better serve patients. Evidence indicates that when more equity and diversity in medicine is achieved, physicians experience greater career satisfaction, health and wellness, and a sense of solidarity with the profession. Concurrently, patients experience improved care and a more responsive and adaptable health care system. A clear set of principles and commitments demonstrates that we hold ourselves accountable to recognizing and challenging behaviours, practices, and conditions that hinder equity and diversity and to promoting those that will achieve these goals.

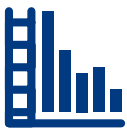
This Statement is based on the [CMA Policy on Equity and Diversity in Medicine and Background Document](#). It is consistent with the [CMA Code of Ethics and Professionalism](#) and the [CMA Charter of Shared Values](#) and strives to be in the spirit of the recommendations relevant to health made in the report of the Truth and Reconciliation Commission of Canada.

## GUIDING PRINCIPLES



### Respect for persons

The principles of equity and diversity are grounded in the fundamental commitment of the medical profession to respect for persons. Respect for persons means that everyone has equal and inherent worth, has the right to be valued and respected, and to be treated with dignity.



### Empowerment

When we address equity and diversity, we are opening the conversation to include the voices and knowledge of those who have historically been under-represented and/or marginalized. It is a process of empowerment—where a person can engage with and take action on issues they define as important. Empowerment involves a meaningful shift in experience that fosters belonging in the profession.



### Solidarity

Solidarity means standing alongside others by recognizing our commonality, shared vulnerabilities and goals, and interdependence. It is enacted through collective action and aims. To show solidarity within the profession means making a personal commitment to recognizing others as equals, cultivating respectful, open, and transparent dialogue and relationships, and role modelling this behaviour.



## Commitment to achieving equity in medicine

- Identify and reduce structural inequities, barriers, and biases that exist in training and practice environments to create fair opportunities for all physicians and learners; and provide appropriate platforms, resources, and training necessary to do so.
- Practice and promote cultural safety, cultural competence, and cultural humility.
- Support equity and diversity in recruitment, hiring, selection, appointment, and promotion practices.



## Commitment to fostering diversity in medicine

- Promote diversity within the profession to be receptive and responsive to the evolving (physical, emotional, cultural, socio-economic) needs of our patient populations and reflect the diversity of the communities we serve.
- Foster training and practice environments where diverse and unique perspectives, across generations, cultures and abilities, are heard and appreciated.
- Foster diversity in leadership across the full spectrum of leadership roles within the profession and health systems.
- Provide training on implicit bias, allyship, cultural safety, cultural competence, and cultural humility.



## Commitment to promoting a just and professional learning culture

- Promote and enable formal and informal mentorship and sponsorship opportunities for historically under-represented groups.
- Promote equity and diversity through recruitment strategies and admission frameworks in medical schools and through educational curricula. Encourage the collection and use of data related to equity and diversity through research and funding.
- Ensure safe, appropriate, and effective avenues exist for victims of discrimination, harassment, or abuse in training and practice environments to report these events outside of their supervisory/promotional chain.



## Commitment to promoting professional excellence and social accountability

- Recognize that engaged and informed research and action on equity and diversity is critical to promoting professional excellence and social accountability as means to better serve patients.
- Contribute to the development of and innovation in medicine and society through clinical practice, research, teaching, mentorship, leadership, quality improvement, administration, and/or advocacy on behalf of the profession or the public.
- Foster competence to address the evolving needs of patient, community, and population health needs through high-quality evidence-based patient care.